



Wednesday, October 2, 2019

Dear Aziz and Kickstarter Senior Operating Team,

Kickstarter United requests voluntary recognition of our union with Office and Professional Employees International Union Local 153. We are prepared to demonstrate our majority support through a mutually agreeable neutral third party. Our bargaining unit includes all full-time and regular part-time employees of Kickstarter, and excludes managerial employees, temporary employees, confidential employees, and supervisors as defined under the National Labor Relations Act.

Our goal is and has always been to create an environment of inclusion and solidarity, transparency and accountability, and representation for everyone at Kickstarter. Forming our union has not been a quick or superficial process because we've intentionally set the bar high to maximize inclusion and make sure our co-workers who have demonstrated support have done so with eyes wide open.

Everyone who works at Kickstarter does so because we believe deeply in our company's mission to help bring creative projects to life and the commitments made in Kickstarter's charter. By unionizing, we will safeguard and enrich these commitments to creativity, equity, and a positive impact on society. We want Kickstarter to thrive and prosper as an organization. Forming a union will provide workers and management with a framework for a more collaborative and accountable relationship and will be consistent with the values our backers and creators expect from the management of Kickstarter.

Thank you for your time and consideration. To discuss a voluntary recognition process, you can reach Kickstarter United at [contact@kickstarterunited.org](mailto:contact@kickstarterunited.org). We look forward to hearing your response to our request.

Kickstarter United